

CHAIN 2 OF 5

Notice of intent to sue re adoption of member conduct policy

August 7, 2026

1 message, in chronological order

Jeremy Glapion <jmg@glapionlaw.com>

Friday, August 7, 2026, 8:00 AM

To: <mpolulak@polulaklaw.com>

Mr. Polulak and Mr. Hasko:

I hope this email finds you both doing well. I was unfortunately unable to attend the August 5 board meeting in person, but I watched the footage. I was disappointed to see that it was passed not just over my objections, but those of nearly everyone in the room who spoke or nodded in agreement.

Please be advised I intend to file suit related to the policy and its passage.

While I am not required to provide notice of suit under the declaratory judgment act or any other potential statute, I am doing so as a courtesy.

Absent rescission of this policy, I see no way to avoid this. Nevertheless, due to my own travel and availability, I will defer filing suit to no earlier than August 17. Please advise if you believe a non-judicial resolution is possible.

In the interim, please:

1. Confirm Mr. Polulak will be handling this matter, so I may continue to correspond with him and remove the board from CC;
2. Provide a copy of the text of all resolutions adopted at the August 5 meeting, as well as the meeting minutes, recording(s), and any documents supporting the board's authority to enact this policy;
3. Provide the citation for the New Jersey Supreme Court decision mentioned at the hearing, which ostensibly requires employers to act on any social media post potentially harassing of their employees;
4. Continue to preserve all documents related to the creation and passage of the conduct policy.

Thank you, and I look forward to working together on a resolution, contested or otherwise.

Best,
Jeremy

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